483

1953.7.38:43 **File No.** 1672/36

**A CLASS**

P. W. **DEPARTMENT**

E **BRANCH**

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**Subject:—** Age limit.

For the purpose of Entry into

Government Service

P-16
E

A [K] 1944

**File No.** 1672/36

Ltd. Scott. Slip. 31 A

E – Br

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

# DOCKET SHEET

*Subject :—*

**File No.** 1672/36

P.W. **DEPT.**

E **BRANCH.**

*References :—*

Copies from main file A(C)

| Date. | To whom sent. | Notes and instructions. |
|---|---|---|
| | | |

Age limit :
for the purpose of entry into
Government Service.

Government of Bombay.
Political and Reforms Department.
Circular Memorandum No.1591/34.
Bombay Castle, 20th July 1937.

Circular Memorandum.

Rule 8 of the Bombay Civil Services Recruitment Rules empowers Government to prescribe the qualifications in respect of age and education which shall be required to be possessed by candidates for admission to the Provincial and Subordinate Services, Note 1 to that rule provides that for secial reasons to be recorded rule provides that for special reasons to be recorded in writing in each case Government may appoint candidates whose ages exceed the prescribed ages. The intention of the rule and Note was that ordinarily candidates who are within the prescribed age.limit should be apointed and that only in very exceptional circumstances should the prescribed age-limits be relaxed. Frequent applications have however, been received by Government for the relaxation of the age limits prescribed for admission to permanent Government service. The main ground on which these applications were supported was that the persons in whose favour such relaxation was sought had been in service for a considerable time and that their displacement would cause hardship. Government consider that this difficulty could nave been obviated if the rule about the age-limit had been strictly observed at the time when the persons concerned were admitted into Government Service. In order to simplify the application of the rule, and to reduce the number of such references the Governor of Bombay is pleased to direct that, in future, persons who are over the age -limit should not be appointed to temporary wacancies. If in any case it is considered essential to appoint a candidate who has passed the age-limit the previous approval of Government to such appointment should be obtained fully stating the reasons for making the appoitment. It is also further directed that if a suitable candidate, satisfying the recruitment rules is not available for aparticular post and it is considered necessary to appoint one who does not satisfy the requirements of the rules, the fact should be reported to Government for orders before any definite commitment is made by the appointing authority. Heads of offices are requested to see that the foregoing instructions are strictly followed in future.

By order of the Governor of Bombay.

C.W.A.Turner,
Chief Secretary to the Government of Bombay
Political and Reforms Department.

G.C.M.No. 1591/34.P. & R.D . dated the 20th July 1937.

To

The Finance Department,
The Seceetary to His Excellency the Governor.
The Prothonotary and Senior Master, His Majesty's High Court Bombay.
The Accountant General Bombay,
All Other Heads of Offices under the several Departments of the Secretariat,
All other Departments of the Secretariat.

*By letter.
No. of 1937.
Copy forwarded for information guidance to..

E.B.

Submitted.

2. In the circular within, the p. & R.D. has issued orders that persons who are overage should not be appointed to tempy. vacancies. If in any case it is considered essential to appoint a candidate who has passed the age-limit, the previous approval of Govt. to such apptt. isto be obtained by explaining the necessity therefor.

3. This Deptt. has already issued a somewhat similar circular vide G.C.M.No.9020/27, dated 14th July 1936, In the circumstances explained therein, the desirability of restricting the apptts. of overage persons as far as possible on the tempy. and work charged estabt. hasbeen brought to the notice of the local officers with the approval of the F.D.

4. The tempy estabt. employed in the P.W.D. is of two kinds viz.(i)workcharged estabt. and (ii) Regular tempy. estabt. Work charged men are employed on specific works and their services are dispensed with as soon as the work is completed. Work-Charged estabts. are not regular establishments, recognised under the Civil Services (Classification. control & Appeal)Rules. It is in rare cases that work charged persons are brought on the pt.estabt.

5. Pl.see O.N.dated 12-6-36 and tne Secy's note, dated 16.6.36 underlying G.C.M.No. 9020/27, dated 14-7-36.Ordinarily the P. & S D. Cir may be taken as superseding the P.W.D. Cir.No. 9020/27, dated 14.7.36. There are several cases where the apptt. of an overage person on the work charged and tempy. estabts is most desirable in view of spl. work to be supervised- vide the Secy's note dated 16.6.36 It seems desireable that the local officers should be given some discretion in making apptts.of overage persons on the work-charged and tempy. estabts. in view of the special nature of work in the P.W.D. If each case is refd. to Govt for orders, there will be increase in correspondence and some delay in making the apptts. It is accordingly for consideration whether it may be represented to the P. & R.D. that so far as the apptts of average persons on the tempy. and work-charged estabts. of the P.W.D. are concerned, that Deptt. circular within should not apply and that the orders issued by the P.W.D. in G.C.M. No. 9020/27 dated 14.7.36 may be allowed to remain in force.

Yes. So far as appointments as the Tech. side are concerned

Id/-

6. The requirements of educational tests and domicile laid down in the B.C.S.classification and Recruitment rules have to be satisfied before a person is appointed to Govt. service. The portion of the circular within states that when the requirements of the rules laid down in the B.C.S. classification and Recruitment Rules are not satisfied the case should be represented to Govt. for orders before any definite committment is made by the appointing authority. There is no objection to make the portion of the Circular applicable to the P.W.D.

I think a representation should be ~~send~~ made.

Id/-

I agree.

Sd/-

Id/-

Margins

Id/-

Id/-

u.o. to P & R.D. dated 20th Oct. 1937.

Polifical & Services & Reforms Deptt

In the circumstances explained by the P.W.D. this Deptt. may agree that so far as appointments on the technical side of the workcharged and tempy. estabs. under that Deptt. are concerned. the orders contained in G.C.M P.W.D.No. 9020/27 dated the14-7-36 should not be taken as superseded by those recently issued in circular Memo.Pol. & Rs. Deptt. No. 1591/34 dated 20-7-37.

The papers may be returned to P.W D. through F.D.

Id/-

Id/-
26/10/37.

Does this involve an amendment of the Recruitment-Rules?

Id/-

D.S.

C.S.

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Political and Reforms Department.

Resubmitted with reference to the Dy.Secy.'s query on P 7. 2. Please see in this connection G.R.F.D.No. 4375, dated the 25/10/35 which carried out the necessary amendments in this behalf in the Recruitment Rules. The G. C.M.P.W.D. No. 9020/27, dated the 14-7-36, merely asked the officers in whom the power of relaxing age limits was vested by G.R.,F.D. referred to, to exercise it with caution. The proposal now is that that power should be reaffirmed in view of G.C.M.P. & S.D. No. 1591/34 dated 20-7-37. So far as the Recruitment Rules are concerned, the postion remains unaffected and therefore no amendment of them is involved.

Id/- Id/-

We may accept P.W.D's suggestion.

D.S. Id/-

Id/-

u.o.r.to F.D. dated 10th 11-37.

Age -limit:

for the purpose of entry into Government service.

Government of Bombay.

Public Works Department.
Circular Memorandum No. 1672/36.
Bombay Castle 12th May 1938.

GOVERNMENT CIRCULAR MEMORANDUM .

In Government Circular Memorandum Political and Reforms Department, No. 1591/34, dated the 20th July 1937, orders have been issued that persons, who are overage, should not be appointed to temporary vacancies without obtaining the previous approval of Government. These orders should not be interpreted to fetter unduly the discretion given to local officers in the Public Works Department, in Government Circular Memorandum No. 9020/27, dated 14th July, 1936, in the matter of making appointments, without the previous approval of Government to the temporary and workcharged establishments of men who are overage but are required to be engaged on account of their special technical qualifications. Such appointments of overage men should however, be restricted as far as possible

By order of Governor of Bombay.

W.X.Mascarenhas,
for Deputy Secretary to Government.

To

The Finance Department.
The Political and Services Department (With a copy of Government Circular Memorandum Public Works Department, No. 9020/27 dated the 14th july 1936.)
The Superintending Engineers of Circle.
The Electrial Engineer to Government .
The Director, Central Irrigation and Hydrodynamic Reasearch Station, Poona (With a copy of Government Circular Memorandum, Public Works Department.No. 9020/27. dated the 14thJuly36.)
The Accountant General Bombay.
The Consulting Public Health Engineer to Government.
All Executive Engineers of Division.

Np. of 1938.

Copy forwarded for information and guidance to

Id/-

E.B.

Submitted with ref. to the notes at p. 7 ante.

2.. The Students of the Poona Engineering College made an application (Similar to the once now received from Mr.. Velankar within ) with a request to raise the age-limit to 26 years in the case of Engrg. graduates for the purpose of their apptt.. to the B.S.E,S.. the application was circulated for apinion to the members of the College Advisory Committee.. This was done by the College principal (Who is the secy.. of the Committee..) as asked by the D.P.I. and agree to by this Deptt.

3.. Mr. Baxter as Chief Engr.. & Secy.. to Govt.. and President of the Advisory Committee intimated to the Principal his agreement that the age.limit for apptt. to the B.S.E.S.. should be raised from 25to 26 years in the case of Engr.. graduates. After ascertaining the views of the members of the Advisory Committee, the Principal has now addressed Govt.. thro.. the D.P.I.. The members of the Committee are in favour of the proposal except Messrs.. K.S.Framji, retired ch.Engr. and A.S.Trollip,, general Mangager B.E.S.T.. & T.Co.ltd.. TheD.P.I.. supports the proposal..

4.. The present prescribed age-limit for apptt.. to the B.E.S.. Whether of Engrg.. graduates or diploma holders, is to general age limit of 25 years . The statements made in these papers that the age limit is ~~24~~ 24 years are incorrect.. The age limit for apptt. of diploma-holders to the B.E.S.under the guarantee given to the Poona Engrg.. Collge (The guarantee is not now in force )was specially fixed at 24 years.. In the case of intermadaite and backward classes.including the Mahomedans the general age limit is 28 years in lieu of 25 years applicable to advanced classes vide note 1 under rule 8 in the B.C.S.Classification '& Recruitment Rules Manual.

5.. According to G.C.M.(P. & S.D.)No. 1591/34 dated the 20-7-37 persons who exceed the age limit are not to be appointed.. even in tempy. vacancies.. If in any case it is considered essential to appoint a candidate who has passed the age limit, the previous

approval.....

approval of Government to such apptt.. is to be obtained fully stating the reasons for making the apptt.

The above orders are not to fetter unduly the discretion of P.W.D.. officers in the matter of making apptts. without the previous approval of Govt.. to the tempy.. & work charged estabt.. of men who are overaged but are required to be engaged on account of their special technical qualifications,, vide G.C.M.No.. 1672/36, dated the 12-5-38.. These orders do not however proved for subsequent promotion of such men to pt.. estabt.. even though over-aged..

For special reasons to be recorded in writing in each case Govt.. may appoint candidates whose ages exceed the prescribed limit..

6.. The prescribed age limit is to be reckoned with ref.. to the date of commencement of continuous service whether tempy. or work-charged and not with ref.. to the date of subsequent promotion to pt. estabt.. Men who are over-aged at the commencement of their continuous tempy.. or work charged service are appointed to pt estabt.. only in special cases with the orders of Govt.. relaxing the age-limit in their cases..

7.. It is for orders whetner the proposal to raise the age limit for apptt.. to the B.S.E.S.. from 25 to 26 years in the case of Engrg.. graduates may be accepted. If so, the P. & S.D. may be consulted u.o. before submitteing the papers to the H.M., P.W.D. with the necessary draft orders.. In this connection please see Mr.. Framji's letter dated the 16-5-38 with in . and the notes at p.. 50 of file S. 92 XV below.. The new age limit of 26 years will automatically apply in the case of Engrg.. graduates applited as tempy or work.. charged overseers.. also the age limit in the case of Engrg.. graduates from the intermediate and backward classes will rise from 28 to 29 years for the purpose of their apptt.. whether as permanent, tempy. or workcharged overseers.

Id/-
28/7/38

I think the limit should be raised to 26 years. If it is 25 for B.A's who have a four years course after Matriculation, it is but fair that a corresponding margin should

.....

be.....

be should allowed to B.E's who take 5 years for graduation after Matric.

Please see Dept. Secy's note at P. 50 of file S/92 XV, agreed to by the late Secy. Id/-

I consider that the age limit should be increased to 26. because it will increase the numbers from whom selections can be made. A compassion with the B.A . candidate would also appear to justify this. The age limit paid down is of course a maximum and younger men with as good qualifications would be selected as a general rule I presume.

Id/-

u.o. to P.W.SD. dated the 8th August 1 938.
with P.W.D. file No. S. 92 XV of 1937-39.

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Political and Services Department

In dealing with a similar proposal from the Education at Deptt. in favour of B.T.candidates for the Sub Educational service, Chief Secy. noted as follows:-

I am opposed on general grounds to raising the age limits for Government service and should regards any general relaxation as retrograde. Special circumstances may continue to be dealt with on their merits.

In that case, this Deptts. reckoned the agerage age for Matriculation at 17. In this case, that age has been accepted as such by those who have made the proposal that the maximum age for recruitment to the Sub-Engineering Service should be fixed at 26. Since, as against 6 years after Ma Matriculation for B .T.s. the period taken after matriculation by B.E.s. is 5 years, the case in favour of the latter is weaker.

As pointed out by the P.W.D. the maximum prescribed age for recruitment to the Subordinate Engineering Service is 25 and not 24 The latter limit applies to those Engineering gradulates who are recruited to the sub Engineering Services under the guarantee (Vide rule 81 in appendix E to the B,C.S. classification and Recruitment Rules.) Since the guarnatee is intended for the first rate candidates. the limit of 24 cannot be called high in their cases, especially as they are taken into service immediately on passing out of the college . In all other cases 25 is the limit and this leaves a margin of 3 against 2 years in the case of B.T.s for whom this Deptt. refused to make a general relaxation.

Attention is invited to the letters. (pp. 19-21) From Messrs. Framji and this leaves a margin of 3 against 2 years in the case

Trollip, two of the members of the Advisory Committee, They have not supported the proposal, Except that the margin between the age of passing the B.E.Examination and the maximum age for recruitment of B.Es. is smaller than that in the case of some other degrees, there is no other reason urged in favour of the proposal. This Ground has not been accepted by this Deptt. as good enough in the case of B.T.s in whose case the margin is still less. The P.W.D. may therefore, be informed that this Deptt. is unable to accept the proposal to raise the maximum age limit to 26 in favour of B.E.s recruited for the Subordinate Engineering Services.

F.D. may see specially as similar considerations apply in the case of some other degres also.

Id/-

If as a rule 'young men would be appointed there can I think be no justification of extendy there limit , to who there are general financial question.

Id/-

Finance Department

This Department may cover in the remarks of the Political & Services Department and there papers may be returned to the P,W.D.

Id/-

O.N..

On the assumption that the view of the P.. & S.D.. and the F.D. is to be accepted, and the following drafts are put up for approval.

Yes for reasons given by P.. & S.D.. there view may be accepted.

Id/-

No. 1672/36 E.
P.W.D., B.C., 16th Sept. 1938..

Memo..

Subject : Age-Limit for apptt, to the B.S.E.S.

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With reference to his letter No.. 104/148/B, dated the 28-6-1938, the D.P.I. is informed, with compliments, that the proposal made therein to raise the age-limit for apptt.. to the B.S.. E.S. to 26 years in the case of engrg. graduates has been carefully considered by Govt.. and it cannot be approved..

2.. The ~~lim~~ age-limit of 24 years prescribed in rule 81 on pp. 58-59 of the B.C.S.. Classification of Recruitment Rules Manual is only for diploma students appointed to the B.S.E.S.. under the guarantee given to the Poona Engrg. College.. The guarantee is not now in force.. The age -limit for all other apptts.to the B.S.E.S whether of engrg.. graduates or of Diploma holders, is the genl. age-limit of 25 years..

By order of the Governor of Bombay,

Copy forwarded, with compliments, to the F.D. and the Principal, College of Engrg.. Poona..

Id/- Id/- Id/-

1672/30

No.. 1672/36 E.

P.W.D.,B.C., 16th Sept.1938.

To

G.N.Velankar, Esquire.,

Poona..

Subject : Age limit for apptt. to the B.S.E.S..

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Dear Sir,

With fef.. to your letter without date on the above subject addressed to the H.M.,P.W.D.. I am directed to state that the proposal made therein to raise the age-limit for apptt. to the B.S.E S. to 26 years in the case of ongrg.. graduates has been carefully considered by Government and that it cannot be accepted .

Yours faithfully.

Id/-

Id/-

Id/-

Id/-

P.W.Deptt.

Office Note.

The revised Recruitment Rules Manual is in press.. Orders re: age-limit for apptt.. to Govt.. service have been recently issued both in the P.. & S.D.. and this Deptt.. The rules. based on those orders and in-culuded in the revised Manual as also other relevant rules are reproduced below.:-

" Note 1.- The age limits prescribed in accordance with the provisions of this rule may be relaxed by the appointing authorities in the case of candidates for admission to Govt.. service from the educationally intermediate and backward classes including the Muhammadans provided their ages do not exceed the prescribed ages by more than three years and provided further that for special reasons to be recorded in writing in each case Govt. may appoint candidates whose ages exceed the prescribed ages irrespective of the classes to which they belong or the number of years by which their ages exceed the prescribed ages.

Note.. 2. The rule about the age limit should be strictly observed at the time when persons are admitted into Government service and persons who are above the age limit should not be appointed even to temporary vacancies.. If in any case it is considered essential to appoint a candidate who has passed the age limit the previous approval of Govt. to such apptt. should be obtained stating fully the reasons for making the apptt. if a suitable candidate satisfying these rules is not available for a particular post and it is considered necy.. to appoint one who does not satisfy the requirements of the rules, the fact should be reported to Government for orders before any definite commitment is made by the appoining authority. Officers in the P.W.D.. may however make appoinments without the previous approval of Govt. to temporary work charged estabts in that Deptt. of persons who are overage but are required to be engaged on account of their special technical qualifications.. Such appoinments of over age persons should however be restricted as far as possible..

Note.. 3.- The prescribed age limit should be reckoned with refeence to the date of commencement of continuous service, whether offg tempy,.. or work-charged and not with reference to the date of subsequent substantive apptt. in the case of candidates promoted to permanent establishment after continuous offg. tempy. or work charged service."

The new rule required by the H.M.. , P.W.D. is that work-charged overseers in this Deptt. who are within the prescribed age limit at the commencement of their service but have subsequent breaks in service should not be debarred from promotion to he permanent estabt.. on account of those breaks in service . The rule will have to be applied on the case of temp.Overseers.. also..

The P. & S.D. which is concerned with the matter may be consulted on the case.

Id/-

The occassions to absorb work charged men into permenent services should be few. it would ultimately be in the best interests of Government to recruit staff thro' recognised & Regular channels..

I think the question of age lim-it should be considered on its merits individually as occassions arise if the present rule has to be relaxed to enable government to absorb a particularly usefull man, it is always within the powers of Govt. to do so . The ordinary rules need not be altered for such exceptional cases.

Id/-

I am afraid that I do not quite agree with the Dy.. Secy.. (10)'s note. I think that some consideration should be given to the work charged rule in this Deptt. When the breaks in these services are un-avoidable & due to no fault their own .

I think that their claims be taken up may be considered provided they are within the age limit when post appointed regard-less of unavoidable breaks..

When made permanent however their pay should be adjusted as if all their services had been a permanent nature as above, so that they may not obtain under-advantage deal to diserving higher pay ambue work charged establishment.

Id/-

I think it is fair that overseers on workcharged or temporary establishment who are within the presented age limit at their first appoinment may be concerted as 'elegible' for being made permanent-even if there are 'breaks' in their service, so long as the 'breaks are due to unavoidable causes like 'Cessation ' of work or retrenchment

Id/-

u.o.to P. H.D. dated 2nd June 1939..

According to note 1 below rule 8 of the B.C.S. Classification and Recruitment Rules, Prescribed age limits can be relaxed in favour of specified candidates for special reasons to be recorded in writing.. The date from which the prescribed age limit should be reckoned has not however been mentioned, with the result that in applying the rule some difficulty is being experienced.. To meet this difficulty,, it is proposed to add a special note in that behalf-vide note 3 on p.3 ante.. to the relevant rule in the revised B.C.S,Classification and Recruitment Rules Manual.

That note embodies the P.W.D. 's proposal to meet the cases of persons having to their credit continuous service on work charged establishments.. The Deptt. now suggests that in the case of temporary and / or work-charged overseers, the prescribed age limit should be reckoned from the date of first appointment to government service and not from the date of continuous services. It has been argued that the rule as it stands is not fair to workcharged overseers..

The grounds put forward by the P.W.D. can be urged with perhaps greater force, by all those Departments and offices which maintain select lists of candidates for filling leave vacancies in permanent establishments as distinguished from temporary or work-charged establishments. candidates taken for service in temporary or work-charged establishment are fully aware of the insecurity of their tenures and should have no claim, on ground of hardship, to relaxation of the prescribed agelimits in their favour, on the other hand candidates who are made to fill leave vacancies in permanent establishmets but who cross the age bar before they are fortunate to secure continuous ('acts' leading to confirmation, and who may in consequence and contrary to their expecttions, be disqualified for appointment to substantive vacancies, have stronger claims to age relaxations, on the ground that they were within the prescribed age limit on the dates of their first appointment. to Government service..

It seems not possible therefore to accept the P.W.D.

proposal without giving rise to stronger claims in other Departments. Either the note 3 proposed to be inserted should be revised to accommodate all Departments or the Proposal of the P.W.D,, should be negatived..

Id/-

I am afraid so.

Id/-

u.o.r.. to P.W.D.. dated the 28/6/39.

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P.W.Dept.

Submitted for orders whether in view of the P. & S.D. note, the proposal may be dropped or whether it may be pressed further..

Id/- I think the matter should be dropped..

Id/-

I do not see that the P. & S.D. has received any valid objection to this Deptt's. proposal. They merely state that if it is adopted it should apply to all Deptt.. I can see no reason why it should not so apply. It is for the Secy. to say whether we should press the point further or not.

Id/-

I think the pres terms deserves being further represented

Id/-

H.M.P.W.D. I would like the Secy. P.W.D., to note fully on this point as it is of important in this Dept. to keep these who have experiences .

Id/-

The H.M.'s proposal in effect is that Overseers (tempy.or work-charged) who have served and got experience of work in this Deptt.. and have been discharged should not be debarred from re-empolyment and promotion to the pt.. estabt.. because they are over-aged at the time of their re-employment..

2. The general recruitment rules re: age-limit for apptt.. to Govt.. service are reproduced at p.3 ante. The age limit for the apptt. of overseers in 25 years in the case of candidates from the advanced classes and 28th ~~xxx~~ years in the case of candidates from the educationally backward communities.. The rules mentioned above provide -

a. In special cases, the prescribed age-limit may be relaxed by Govt.. for apptt. to permanent posts..

b. The local officers in this Deptt.. may appoint on the tempy and work-charged estabts.. over-aged men who are reqd. to be engaged on account of their spl.technical qualifications such apptts.. being restricted as far as possible. These men can be promoted to the pt. estabt. only with the sanction of Govt.. relaxing the age-limit in particular cases..

3.. In con.with the proposal in para 1 above, the aggument of the P.. & S.D,. in effect is this: If the proposal is accept ed, the concession will have to be extended to all Deptts. making the existing rule about age limit inoperative. If tempy.. or work charged overseers are to be re-employed and made pt. though they are over-aged at the time of their re-employment, Govt. servants in all Deptts.. who serve in tempy. or offg.. vacancies and vacate should be eligible for re-employment and confirmation in pt.. posts without regard to their age at the time of re-employment.

4.. So far as Overseers in this Deptt. are concerned, the present position is this.. Tempy.. and work-charged overseers who have proved themselves really useful are generally continued in service as far as possible in whatever vacancies are available. They have however to vacate when they cannot

be .....

be provided for any where.. The local officers are competent to re-employ these discharged subdtes. though over-aged if they are particularly reqd.. on account of their experience in this Dept. and in spl. cases of such re-employed men. Govt. has the discretion to relax the age limit for the purpose of their promotion to the pt. estabt.. This re-employment and promotion to the pt.. estabt.. is not permissible as a matter of course but only in very spl. cases.

5. Unlike other Deptts. regular tempy. and work charged estabts, are employed in this Deptt.. to a large extent to supplement the pt.estabts. many of these tempy and work charged men serve for long periods. In several cases the men have to vacate when there is no provision for them.. The case of such discharged Overseers is special.. Their long and practical experience in this Deptt.. is valuable and it is a loss to this Deptt., if they are not eligible for re-employment in the ordinary course on account of their overage and raw candidates have to be appointed. in any available vacancies.. Hence the H.M's proposal that such experienced subdtes.. should be eligible for re-employment and promotion to the pt.estabt. as a matter of course.

Very frequently the breaks is only of very short duration, may possibly only days or weeks, yet it is sufficient to destroy the vested future prospects, though entirely beyond his control.

6. Perhaps the papers may again be referred to the P. & S.D. before submission to the H.M.

Id/- Id/- margin

Id/-

Submitted the alterations of the present rule would I fear lead to difficulties as pointed out by P. & S.D.

Cases where really useful work charged men have not been absorbed into the temporary establishment must be few I think if Govt. have powers to condone a break in service in any special use.-

Id/-
27/10

H.M.P.W.D. I don't ~~prove~~ press the point but in deserving cases the ~~profs~~ branch in service should be condoned.

R.I. Tenbulkar 15/2/56

Id/-